

Fair and Impartial Policing, LLC



Bellingham, Washington Police Department Mid-Managers' Training: Monday March 7th, 2016

FIP Instructors

Inspector Mary Hoerig,
Milwaukee Police Department

Lt. Col. JoAnn Johnson, Illinois
State Police

For More Information, contact:

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[Cost is \\$150 per person or
\\$125 each for two or more](#)

The **Fair and Impartial Policing Perspective** is based on the science of human bias, including the research on implicit bias—which can impact what people perceive and do, even in people who consciously hold non-prejudiced attitudes. The **FIP Perspective** leads to the conclusion that even the *best* law enforcement officers may manifest bias because they are human, and even the *best* agencies will have biased policing because they hire humans.

The **FIP Training Program for Mid-Managers** is a six-hour program that applies the modern science of bias to policing; it trains managers on the effect of unconscious bias and gives them the information and skills they need to reduce and manage their biases. The curricula addresses, not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status, age, and so forth. The program:

- ✚ Addresses how to identify and intervene with subordinates who may be acting in a biased manner—including those well-meaning officers whose biased behavior may not be consciously produced;
- ✚ Challenges managers to think about how bias might manifest in their own behavior;
- ✚ Provides guidance on how to speak about bias to individuals (e.g., officers, individual community members) and community groups and the media, including routine and crisis communication messages; and
- ✚ Introduces the elements of a comprehensive agency program to promote fair and impartial policing.